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IC 77-2453  
23 March 1977


STATINTL

MEMORANDUM FOR: [REDACTED]  
Director of Performance Evaluation  
and Improvement

STATINTL

FROM : [REDACTED] and  
[REDACTED] Production Assessment  
and Improvement Division

STATINTL

VIA : [REDACTED]   
Chief, Production Assessment and  
Improvement Division

SUBJECT : Rationale for DIA's Need for Supergrades  
and Civil Service Commission Regulation  
Exemption

1. At the conclusion of our briefing to Admiral Murphy on the findings of our DIA study, he indicated that he would like us, as part of our DIA study, to examine DIA's need for civilian supergrade positions and exemption from at least some of the constraining Civil Service Commission's (CSC) regulations. The requested paper is attached.

2. In light of the OMB-directed task for the ICS to survey and rationalize supergrade positions throughout the Community, we have deliberately based our comments as much as possible directly on the findings of our DIA study. We don't believe that the attached paper on DIA's needs preempts the potential findings of any future study of the Community supergrade structure.

3. DIA has informally validated the data on DIA supergrades.

4. The paper has been prepared to serve as an annex to our final report to DIA or to stand on its own, if desired. Since there is much activity within DIA and OASD(I)/DDI right now addressing the supergrade

Downgraded to UNCLASSIFIED upon  
removal of attachments.

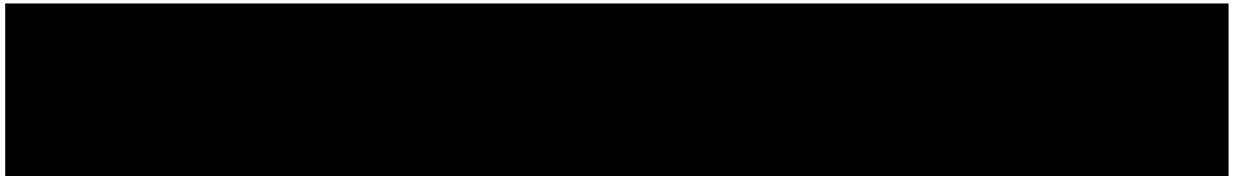
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problem and the need for CSC exemption, we feel that a copy of the annex should be forwarded separately to DIA as soon as possible, as well as being included in the final report.

5. Recommend that you forward the attached to Admiral Murphy for signature. **STATINTL**



Attachment:  
As Stated

Distribution:

- Orig - Addressee w/att
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